

Goose Creek Consolidated Independent School District

Cedar Bayou Junior High

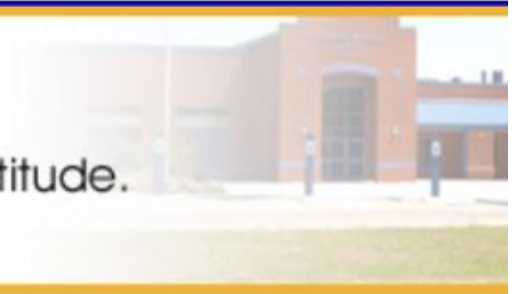
2016-2017 Campus Improvement Plan

Accountability Rating: Met Standard



Cedar Bayou Junior

Cedar Bayou Junior High has an "I can...I will" attitude.



Mission Statement

Cedar Bayou Junior Mission Statement

It is the mission of CBJ to provide high levels of learning in a safe and nurturing environment ensuring our students' success in current and future goals.

Vision

- We believe that to achieve the mission of our school we must function as a professional learning community. We envision a school in which our staff:
 - Unites to achieve a common purpose and strategic goal.
 - Works interdependently in a collaborative team.
 - Seeks and implements best practices for continuous student improvement.
 - Monitors each student's progress on a frequent basis.
 - Demonstrates a personal commitment to the academic success and general well-being of each student.
- Cedar Bayou Staff Collective Commitments 2016-2017
 - I will provide a rigorous and appropriate curriculum based on best practices to all my students.
 - I will be open to new ideas to improve quality instruction for students.
 - I will commit to being a positive, respectful, contributing member of the CBJ Community.
 - I will commit to monitoring each student's learning in a timely manner.
 - I will commit to being on time with success in mind.
 - I will commit to modeling and fairly applying school rules.

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Comprehensive Needs Assessment

Needs Assessment Overview

Cedar Bayou is one of 25 campuses in the Goose Creek Consolidated Independent School District. Cedar Bayou opened its doors in 1929 and serves predominantly middle and low income class families. Cedar Bayou serves 1,000 students in grades 6th to 8th. Five years ago, 1,000 students were served by the campus, which has been very consistent. The campus is set up so that each grade level has specific locations in the building. Teachers have common planning periods by grade level subject areas. This provides an opportunity for teachers to collaborate and to meet the needs of their students.

The student population is 15% African-American, 29% Anglo, .8% Asian, and 54% Hispanic. The student body has a low socioeconomic status of approximately 62%. The staff population is 9% African American, 1% Asian 75% Anglo, and 9.4% Hispanic and 4.7% two or more races. The staff is 27% male and 73% female.

Demographics

Demographics Summary

Student mobility is lower than state average. The rate of non-educationally disadvantaged is lower than state average. The At Risk population is lower than state average according to Texas Academic Performance Report (TARP) 2014-2015 campus profile.

Demographics Strengths

The demographics are stable.

Demographics Needs

Resources are needed for our higher than state average population of economically disadvantaged. Resources are needed for our growing population of English Language Learners. Resources are needed for our higher than state average mobility rate.

Student Achievement

Student Achievement Summary

Overall the students do well and rank top in the district. On Index 2 Met Achievement Progress CBJ is higher than the district in all areas.

Student Achievement Strengths

Rank high on Progress measure Index 2

Student Achievement Needs

Students are underachieving in Index IV College Readiness.

School Culture and Climate

School Culture and Climate Strengths

Student participation in extracurricular activities is positive. Overall students feel safe.

School Culture and Climate Needs

School spirit needs to be promoted. Campus would benefit from PBIS system.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Strengths

There is a high retention rate. We have a positive learning environment at CBJ.

Staff Quality, Recruitment, and Retention Needs

We need additional staff to support special population groups.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Strengths

The resources available and the willingness of teachers to implement strategies and common planning time.

Curriculum, Instruction, and Assessment Needs

Teacher accountability, more programs to help at-risk students, better student to teacher ratio, and more common assessments.

Family and Community Involvement

Family and Community Involvement Strengths

PTSO is a strong organization on our campus. Many special programs are available to students.

Family and Community Involvement Needs

More programs that would improve the amount of parental/community involvement. Identification of ways /community volunteers can help when available.

School Context and Organization

School Context and Organization Strengths

Administration is approachable and positive. There is a positive campus environment.

School Context and Organization Needs

More elective teachers/classes offered. AVID classes would be helpful. Better teacher to student ratio.

Technology

Technology Strengths

Our CTS (Alan Gallegos), Educational Technology department (Robyn Sewell and Jennifer Stephens), and IT techs are very knowledgeable and helpful. We are happy to have Promethean boards, Active Inspire Clickers, Laptops in Social Studies and Ipads in ELA.

Technology Needs

More laptop/ipad availability would be appreciated.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- PBMAS data

Employee Data

- Staff surveys and/or other feedback

Parent/Community Data

- Parent Involvement Rate

Support Systems and Other Data


- Budgets/entitlements and expenditures data

Goals

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 1: Cedar Bayou Junior will increase Level II performance to 85% for all STAAR tested areas by using data and planning time to enable all staff to meet the individual student's needs.

Summative Evaluation: STAAR Reports






Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) All CBJ staff will analyze data using Eduphoria to target specific subgroups and specific objectives for mastery.	Principal; Assistant Principals, CAS, teachers	Data sheets from each CBA; increase in STAAR scores			
2) CBJ will administer locally designed common formative assessments that correlate to district curriculum and analyze results to track student's specific academic needs and assign to Advisory Intervention if needed.	Principal; Assistant Principals, CAS, teachers	Data sheets from each CBA; comparison of scores in sequential district assessments			
3) Student data utilized in meetings and discussions will be based on specific student reporting categories and will be disaggregated to pinpoint the students/ curriculum pieces in greatest need.	Principal; Assistant Principals, CAS, teachers	Data Sheets from CBAs and Benchmarks; increase in STAAR results			
4) CBJ will conduct a minimum of one departmental meeting per month (including district PLCs) to communicate campus specific information emphasizing curricular strategies to improve student success.	Principal, Assistant Principals, CAS, teachers, department chairs	Department meeting agendas, minutes, and sign-in sheets; increase in STAAR scores			
5) CBJ will discuss failure rates of individual students and strategies for improvement at department meetings.	Principal, Assistant Principals, CAS, teachers, department chairs	Department meeting minutes, decrease in failure rate, increase in STAAR scores			
6) Students not successful on CFAs will be assigned an Intervention Advisory until they have mastered the essential skill.	Curl, Assistant Principals, CAS, Counselors	Success on district common assessments.			
					

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 2: Cedar Bayou Junior will ensure academic success for all by working towards closing the identified achievement gaps.

Summative Evaluation: EOY data reports


Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will conduct ongoing data analysis to service the students most in need of intervention in STAAR tested areas.	Michael Curl, Assistant Principals, Counselors, Teachers, CAS	Rosters of advisory tutorials, after school tutorial rosters			
2) CBJ will develop and implement a comprehensive intervention program (during advisory four days a week, EL Reading Classes, READ 180 class, before/after school tutorials) for students failing to meet Level II proficiency areas in all STAAR tested areas.	Michael Curl; CAS, Sherry Otahal; Teachers,	Class rosters, tutorial rosters; teacher submitted tutorial lists			
3) EL students scoring beginning or intermediate on TELPAS reading will be scheduled into an EL Reading Class	Assistant Principal, Deborah, Vanderhoef, Counselors; CAS, Sherry Otahal; EL teachers, District EL Coordinator	Class Rosters			
4) Same subject grade level teachers will collaborate to select/produce agreed upon lesson materials, home and class assignments and assessment to maintain continuity between teachers.	Michael Curl, Assistant Principals, CAS, Sherry Otahal, Department Chairs.	Lesson Plans, Meeting Agendas			
5) CBJ will have target tutoring by our Campus Academic Specialist.	CAS, Sherry Otahal	Intervention rosters			
6) Amazing Race Camp, Writing Rotation, Reading Rotation, Science Camp, and Social Studies Camps will be held in preparation for the STAAR tests.	CAS, Sherry Otahal, Department Chairs, Megan Downs, Carrie Brunn, John Cox; Teachers	Lesson plans, attendance rosters			
7) CBJ will create a systematic RTI process so students will have academic success.	Michael Curl, Assistant Principals, Counselors, Department Chairs, CAS,	Teachers can identify plan in place.			

8) Teachers will use common formative assessments and analyze data to reteach students and ensure student success.	Michael Curl, Assistant Principals, CAS	Formative Assessments in Eduphoria, lesson plans, Advisory Rosters			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 3: Cedar Bayou Junior will increase the number of students achieving level III proficiency in all STAAR state assessments.


Summative Evaluation: Campus assessment reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ teachers will analyze data specific to G/T and Pre-AP students in an effort to increase Level III performance on STAAR.	Michael Curl, CAS, Sherry Otahal Teachers,	Teacher Data Analysis sheets, increase in STAAR scores			
2) Require G/T and Pre-AP teacher to attend district-wide training and maintain updated certification hours.	Michael Curl ; Teachers,	Training rosters			
3) Encourage all core teachers to participate in summer institutes as offered by the College Board and or other like trainings through out the year.	Michael Curl ; Teachers,	Training rosters			
4) Teachers will differentiate and accelerate instruction for G/T and Pre-AP students in an effort to increase Level III performance.	Michael Curl ; Otahal, Sherry; Teachers,	Lesson plans, Classroom walk-throughs			
5) 6) Abydos Pro will supplement curriculum in Pre Ap Reading/Writing Classes.	Michael Curl, CAS,	Lesson Plans, Benchmark and STAAR Scores, student writing samples.			
6) Teachers will take TALA Literacy training online with Region IV in order to specifically improve vocabulary instruction.	Michael Curl, Assistant Principals, CAS	Lesson plans, word walls, Benchmark and STAAR Scores.			
					

Goal 1: Cedar Bayou Junior School will increase student achievement by providing rigorous learning opportunities and curricula that meets students' needs for achieving exemplary academic and post-secondary success.

Performance Objective 4: Cedar Bayou Junior will help prepare students for College and Career Readiness.


Summative Evaluation: Counselor data reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will encourage all qualified students to participate in Duke Talent Search.	Counselor	Letter/Permission to participate in Duke Talent.			
2) Encourage all students to participate in academic competitions such as Academic UIL, Math Counts, History Fair, etc.	Teachers,Principal	Rosters of those competing			
3) Seventh and Eighth grade students will participate in career investigations including a Career Day to be held in the Spring.	Counselor	Schedule of events for Career Day, District PR department documenting			
4) CBJ will assist 8th grade students in the decision making process for 9th grade classes.	Counselor	Completion of the scheduling process			
5) CBJ will present course selections and help students register for their classes emphasizing High School Credit classes including Algebra, Spanish and AP Spanish, and STEM.	Counselor	Completion of the scheduling process			
6) Students will be encouraged to take the STEM classes such as Introduction to Engineering and Concepts of Engineering.	Counselor	Number of students enrolling in STEM classes			
7) Students will be introduced to a variety of colleges to encourage post secondary enrollment by studying colleges during college and career week in advisory.	Counselors and teachers	When questioned, students can name colleges to attend.			
					

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 1: Cedar Bayou Junior will continue to implement structures in order to actively monitor classroom instruction and student progress.


Summative Evaluation: Campus assessment reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Administrators will follow a scheduled walkthrough program requiring five observations per week	Curl, Michael, Assistant Principals, CAS,	Charts from walkthrough data			
2) CBJ will monitor that the core curriculum is aligned to the TEKS standards and at the appropriate relevance and rigor for the appropriate audience	Curl, Michael, Assistant Principals, CAS,	Lesson Plans, Walk through data			
3) Teacher made unit tests will be consistent in order to better assess student's mastery of the curriculum	Curl, Michael, Assistant Principals, CAS, Department Chairs, CAS	Eduphoria data			
					

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 2: Cedar Bayou Junior's curriculum will focus on the whole child.


Summative Evaluation: Master Schedule, Student Data reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will have a variety of electives in fine arts such as art, theater arts, band, orchestra, choir, journalism, and HS credit classes such as Spanish	Teachers	Master Schedule			
					

Goal 2: Cedar Bayou Junior will provide a well balanced and appropriate curriculum to all students.

Performance Objective 3: Cedar Bayou Junior will utilize the district curriculum that is aligned to the TEKS readiness and supporting standards to provide rigorous instruction to all students.


Summative Evaluation: STAAR reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Ensure the implementation of TEKS but provide additional training to those who work with our EL and SPED populations.	Michael Curl, Assistant Principals, CAS	Data from walk-throughs, sign in sheets			
2) CBJ will continue to offers 6th-8th grade READ 180 and EL Classes to meet the needs of students as they work to master grade level TEKS	Michael Curl, Counselors, CAS	Student Schedules			
3) All core teachers will display the content and language objectives in their classrooms.	Michael Curl, Assistant Principals, Teachers	Walk throughs			
4) CBJ will separate reading and writing in seventh grade to allow more time to work on writing skills.	Michael Curl	STAAR scores, Master schedule			
					

Goal 3: Cedar Bayou Junior, through enhanced dropout prevention efforts, will work to ensure that all students will remain in school until they obtain a high school diploma.

Performance Objective 1: Cedar Bayou Junior will maintain an attendance rate at or above 97%.






Summative Evaluation: EOY Attendance Reports, EOY student data reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Attendance will be taken by all teachers every period.	Michael Curl, Attendance Clerk, Teachers,	Attendance records			
2) CBJ will track student attendance and file on students for nonattendance through clerk and A2A program. Teachers will contact attendance clerk when a student has multiple absences.	Attendance Clerk; Teachers,	Attendance records, court reports			
3) CBJ will make parent phone calls and/or use the School Messenger system to increase student attendance. Teachers will communicate with parents prior to the School Messenger call as needed.	Michael Curl, Attendance Clerk	Attendance records, court warning, School Messenger alerts			
4) Attendance committee will be formed to address ways to improve attendance such as phone calls home, treats from the snack bar, and or field trips.	Michael Curl, Attendance Clerk, Teacher Committee, PTSO	Attendance records			
5) CBJ will meet with all students that have grades below passing at the end of each six week grading cycle in cooperation with teachers who will contact parents as needed.	Michael Curl, Counselor, CAS, Teachers, Assistant Principals	Report card grades, meeting schedules			
					

Goal 4: Cedar Bayou Junior will provide and maintain a safe, positive learning environment.

Performance Objective 1: Cedar Bayou Junior will continue with programs which promote safety and awareness.


Summative Evaluation: Campus data reports, training rosters

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Inform parents and students of procedures through PTSO Meetings, CBJ Meetings and newsletters. Spanish speaking parents will be informed in Spanish.	Michael Curl	School safety records			
2) CBJ will continue to practice drills for safety and continue the procedures put forth by the Safety Committee.	Assistant Principal, teacher committee	Training agendas, Safety Committee meeting minutes, Completion of Drills			
3) All faculty will follow the district Code of Conduct and the campus discipline management process.	Michael Curl, Assistant Principals, teachers	Discipline referrals by teacher; discipline policy			
4) Discipline committee will enact a positive behavior discipline plan based on training received during the summer.	Michael Curl, Assistant Principals, Teachers, Dippel, Susan, ISS teacher; Carey, Connie, Assistant Principal's secretary	Decrease in incident reports.			
5) PTSO will use the "Best of Bears" program to reward positive student behavior.	Michael Curl, Assistant Principal's secretary, PTSO	Decrease in incident reports.			
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue					

Goal 4: Cedar Bayou Junior will provide and maintain a safe, positive learning environment.

Performance Objective 2: Cedar Bayou Junior will provide a positive campus atmosphere that reinforces expectations and rewards student accomplishments.


Summative Evaluation: EOY Discipline reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) OLWEUS training will be implemented on Fridays through advisory	All CBJ staff	Reduction in bullying incidents			
2) All CBJ staff will review the modules in Review 360 to aid in classroom and campus management.	Michael Curl, Assistant Principals, Counselor	Documentation of module completion in Review 360			
3) A Depelchin Counselor will be on campus 18 hours a week to assist students in need.	Michael Curl	Fewer discipline referrals			
					

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 1: Recruit and retain Highly Qualified personnel.

Summative Evaluation: Campus teacher data reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Attend job fairs and recruit early from pool of Highly Qualified teachers in core academic subject areas.	Michael Curl, Assistant Principals,	Job Fair Report			
2) Assure all assignments and re-assignments are filled with Highly Qualified staff.	Michael Curl	STAAR Scores			
3) Evaluate campus Teacher Induction Program/Mentorship initiatives and make changes to improve the program efforts to retain teachers.	Michael Curl	Minutes of meetings.			
4) Ensure students are placed with the best teacher for their best opportunity for success.	Michael Curl, Counselors, CAS	Master Schedule Teacher Service Record			
					

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 2: Ensure that 100% of the teachers receive high-quality professional development each year.


Summative Evaluation: EOY training reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Assess the staff development needs of those teachers not meeting HQ standards.	Michael Curl	Staff development needs assessment			
					

Goal 5: Cedar Bayou Junior will recruit, develop, and retain highly qualified and highly effective personnel.

Performance Objective 3: Attract and maintain high-quality, Highly Qualified (HQ) teachers.

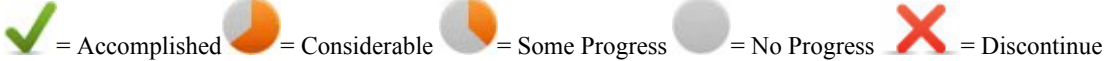
Summative Evaluation: Staff roster reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) Ensure campus personnel decision-makers are available during peak recruiting/hiring times.	Michael Curl	Administrators Schedules			
2) Consult with district personnel staff in how to progress with those teachers who have not become Highly Qualified in the allotted time.	Michael Curl	HQ roster			
3) Encourage all teachers to become EL and GT certified	Michael Curl	Campus ESL and GT certification records			
					

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 1: Cedar Bayou Junior High will provide multiple opportunities for parents and community members to participate in their child's educational career.


Summative Evaluation: Parent/Community participation and involvement reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will include and publicize a volunteer recruitment form and PTSO membership form via email and website.	Michael Curl, Parents	PTSO rosters			
2) CBJ will invite parents to visit school during Open House, Public School Week, Lunch Times, Bear Camp, etc.	Michael Curl, Parents	Sign in sheets from open house, visitors log			
3) Family nights will be held to encourage parental knowledge of STAAR test, Positive Behavior Program, and the TELPAS tests.	Michael Curl; Assistant Principals; CAS, Sherry Otahal, CIS, McDonald, Pam	Parent sign in sheets			
					

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 2: Cedar Bayou Junior will increase communication to provide helpful information to parents.


Summative Evaluation: Parent Feedback Survey

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will use School Messenger alerts to update parents on important dates so they may be more involved in their academic success. Alerts will be sent for events like progress reports days, report cards, and testing dates (district and state).	Michael Curl	School Messenger call records.			
2) CBJ will continue to hold its annual Bear Camp and Orientation in August prior to the start of school	Teachers, Michael Curl	Bear Camp Held			
3) Create a CBJ Newsletter and make it accessible on the website.	Assistant Principal's Secretary, Webmaster, Librarian	Website			
					

Goal 6: Cedar Bayou Junior will establish and maintain parental and community partnerships in education to enhance student achievement.

Performance Objective 3: Cedar Bayou Junior will continue to encourage community involvement.


Summative Evaluation: EOY student data reports

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will continue to collaborate with Communities in School to provide services for students.	Teachers; Communities In School,	CIS rosters			
2) CBJ will utilize our partner in education for volunteer work i.e. tutorials.	Michael Curl, Assistant Principals, Teachers, Counselors	Student rosters; visitor sign in			
3) CBJ will collaborate with Campus Social Worker, The District CYS (Community Youth Services) Worker and Community Volunteers tow work with at risk students in a mentorship program. Men In Training and a similar girls organization will target approximately 30-45 students. to mentor.	Michael Curl; Counselors; CYS Worker; Campus Social Worker, Brandie Rogers, MIT sponsor	Rosters, fewer discipline referrals among students involved, higher achievement as evidenced in STAAR scores.			
					

Goal 7: Cedar Bayou Junior will provide the technology infrastructure and tools to maximize student achievement.

Performance Objective 1: Cedar Bayou Junior will use instructional technology to increase student interest and motivation in academics with the goal of increasing achievement.

Summative Evaluation: Staff training reports, survey feedback

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews		
			Nov	Feb	June
1) CBJ will integrate technology resources and tools into their lessons, including the following E-Instruction, Google Classroom, Promethean boards, Classflow, Active Inspire clickers, student computers/ laptops.	Teachers; Gallegos, Alan Gallegos, CTS; Sherry Otahal, CAS	Lesson Plans			
2) CBJ will establish one Computer lab and utilize mobile carts as a technology resource for all students and use for educational programs.	Teachers,; Alan Gallegos, CTS	Lesson Plans, Lab Schedules			
3) CBJ staff will attend targeted and ongoing professional development to enhance the effective use of technology in the classroom.	Michael Curl, Assistant Principals, CAS, Teachers	Lesson Plans, Sign in from mandatory and optional training, Peer observations			
					

2016-2017 Campus Instructional Leadership Team

Committee Role	Name	Position
Administrator	Michael Curl	Principal
Non-classroom Professional	Sheryl Otahal	Campus Academic Specialist